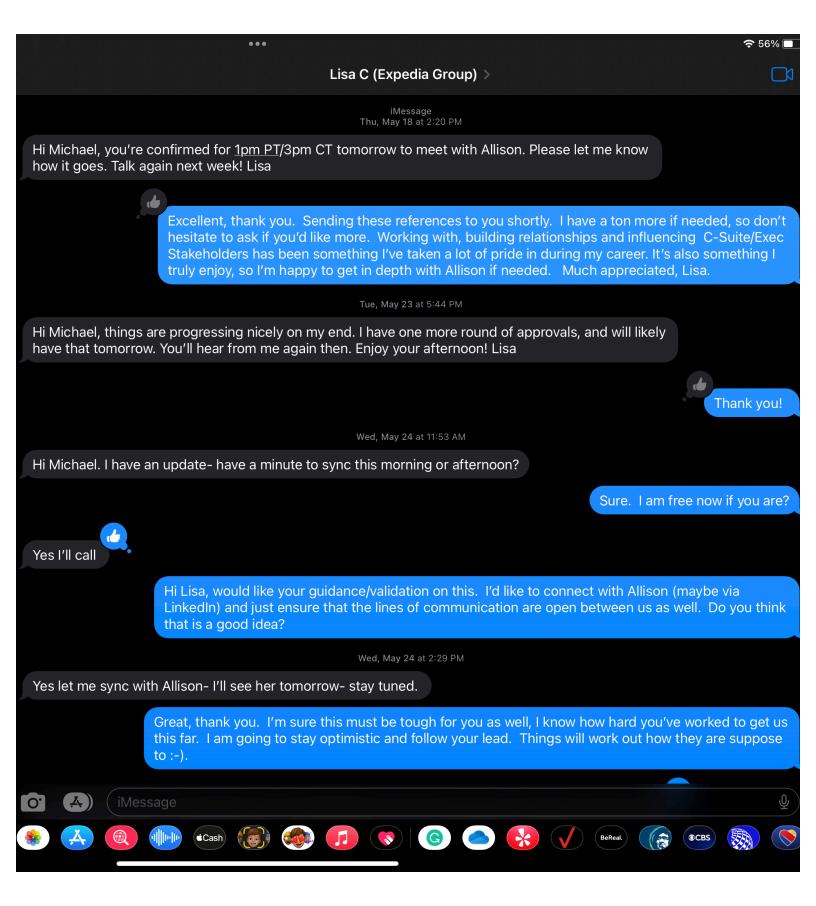
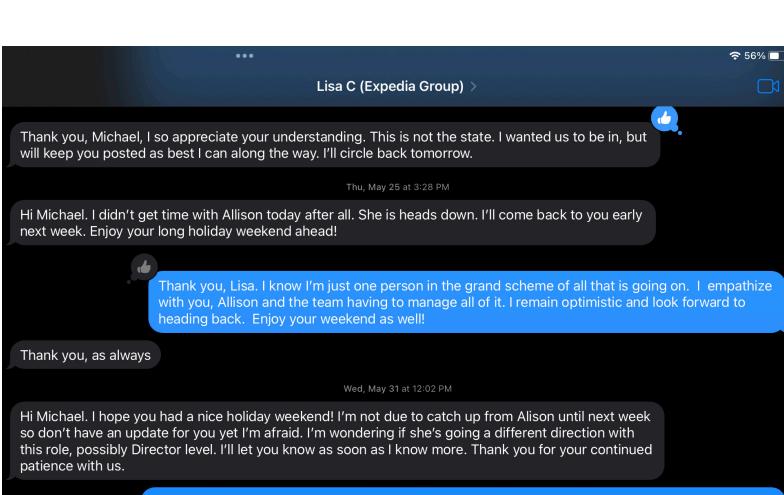
Exhibit J: Christensen Texts





Thank you for the update. May I ask if there is/was anything that has given Allison second thoughts about me in particular? The reason I ask is that I am not stuck on titles and am honestly looking for a role I can make a difference in and add value. I appreciate all your updates and transparency.

I'm speculating here but her org structure is corner stone in her decisions right now- vs you the individual- which she's a week away from landing. The challenge with Director for you is the comp- we couldn't get close enough to your expectations I'm afraid. I'll know for sure her thinking on Monday.

> Ok, thank you Lisa. Regardless of how the leveling works out, I would still very much like the opportunity to get a view into what it looks like and have a discussion with Allison about it. I am also up for any creativity that she may be able to think through. I am guilty of getting a little too excited about EG and working with you all. It's not a bad thing, it just is what it is at this point. Again, I really appreciate all the updates!

Yes, that my goal too and I'll have clarity when we meet next. And we love your excitement- I only wish we had been farther down the reorg path to have thoughts solidified. Please stay tuned!















































